



Special points of interest:

- ◆ The Columbia Center
- ◆ Microsoft Roll Out
- ◆ Gender-Based Training

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THE INFORMER

Volume 17, Issue 1

WINTER 2013



DIRECTIONS



Kela E. Thomas
Director

As we brave the winter months and prepare for the change of the season, we look forward to increasing day light, warm temperatures and the newness of Spring. Here at PPP, we have conducted statewide Professionalism and Ethics Training and additional training for all supervisors on Preventing Discrimination: Equal Employment Opportunity. We also are preparing for the next phase of Sentencing Reform and making technological advancements through the full implementation of the COMPAS needs/risk assessment tool.

We continue to implement those "promising practices" that have propelled the Department onto the national stage for noted achievements and supervision success. Our diligence and direct focus to improve the lives and conditions of the population we serve have led us to develop the model for other states to follow. As evidenced in the quarterly DARR (Data Analysis to Reduce Recidivism) meetings, we are working to achieve our goal of providing alternatives to incarceration and improving the quality of life of our offenders.

We have made our position and budgetary needs known to the Legislature and the importance of what is needed to meet the demands to operate our Department efficiently and effectively. The budget request priorities include Caseload Allocation for Optimal Agent/Offender Ratio; implementation of a Violations and Incentives Matrix; creation of a Community-Based Offender Treatment Program; automation of the Pardon process; and creation of additional Parole Examination staff. The Executive management Team is very concerned about our caseload ratio and the potential increases anticipated with the expansion of the Sentencing Reform Act.

You have made the difference in the direction of the Agency. Moving forward, we will need that same perseverance and professionalism that you have shown to get the job done in 2013. As legislative decisions are made that can have a profound effect on the Department, we will continue to do our jobs with drive and determination.

As Director, I am committed to developing forward thinking and innovative strategies that are dedicated to reintegration initiatives for offenders, creating safer communities, and reducing recidivism. This is demonstrated through the development of Gender Based Training, re-entry initiatives like the work being done by our Community Resource Coordinators (CRC), and the opening of the Columbia Center, as featured in this Informer's edition. I am especially excited about the results our CRC's are producing to help offenders find gainful employment. Our obligation to Prepare, Provide and Protect has been balanced by identifying and implementing best practices.

Together, we have continued to pursue our vision of being a catalyst for change in the lives of our offenders, a force for public safety, a leader in victim services, and a responsible steward of public funds.

Let us maintain this momentum and continue to "work the work".

New Orleans Summit Effective Responses to Probation and Parole Violations



On December 11 & 12, 2012, the American Probation and Parole Association (APPA), in partnership with The Pew Charitable Trusts (Pew) and the National Center for State Courts (NCSC) joined forces by organizing the *Summit on Effective Responses to Probation and Parole Violations* in New Orleans, Louisiana. This project was in

support of the objectives defined by Pew's Public Safety Project to assist states in the development and implementation of empirically-proven practices regarding the use of administrative responses.

Representatives from 14 states convened at this conference to discuss the various uses of administrative responses as effective strategies for probation and parole supervision. The Department's participation in this summit allowed for collaboration among individuals from the legislative, executive and judicial branches for different states throughout the country. In addition to South Carolina, the states invited to this assembling of system stakeholders consisted of Arizona, Arkansas, Florida, Georgia, Louisiana, Missouri, New Hampshire, North Carolina, Oregon, South Dakota, Virginia, Washington and West Virginia. The South Carolina state team comprised of Senator Gerald Malloy, South Carolina State Senate, Kela E. Thomas, Director of the Agency, Scott Norton, Deputy Director of Field Operations, Robert Mitchell, Deputy Director of Paroles and Pardons, Shaunita Grase, Director of Evidence-Based Practices and Kay Hutson, Chief Administrative Hearing Officer. In addition to the sponsoring organizations, representatives from the Annie E. Casey Foundation, the Council of States Governments, the MacArthur Foundation, the Vera Institute of Justice, the Urban Institute, and the U.S. Department of Justice were also in attendance.

As a result of South Carolina being recognized as a leader in correctional reform efforts through the unanimous enactment of the Omnibus Sentence Reform and Crime Reduction Act of 2010 and the implementation of evidence-based supervision strategies, an invitation was extended to the Department and external stakeholders within the state to take part in this project to develop and adopt comprehensive policies and procedures proven effective through data analysis

to effectively respond to violations of community supervision. According to APPA, the *Summit on Effective Responses to Probation and Parole Violations* was designed to assist states by providing information on effective procedures and performance measures to ensure adherence to the fidelity model on the use of administrative responses. The topics discussed on the agenda included: Research and Rationale for the use of Administrative Responses, Lessons Learned in Successful Implementation, Legal Issues and Administrative Responses, and Key Performance Measures.

By participating in the *Summit on Effective Responses to Probation and Parole Violations*, the Department had a number of opportunities to learn from other jurisdictions implementing evidence-based supervision strategies. We shared our own challenges and successes with representatives from other states that are considering adopting data-driven policies and practices geared towards sustainable correctional reform and effective supervision strategies to reduce recidivism, protect public safety and institute fiscally-sound correctional spending practices. For more information about the *Summit on Effective Responses to Probation and Parole Violations* through the State Public Safety Project, please visit APPA's website under current projects at: <http://www.appa-net.org>

*Submitted by Shaunita M. Grase
Director of Evidence-Based Practices
Field Operations*

We Will Always Remember You

Agent Marcus Denard

January 2, 1976 - February 26, 2013



***Our Thoughts and Prayers are With the
Denard Family***

County Highlight: Oconee County

Tammy is an Oconee County offender who has been in and out of prison over the years mostly for prescription drug addiction. She was recently arrested again on an assault charge. In the past, her Agent and the Supervisor would have recommended the case proceed to a hearing, with eventually winding up in front of a judge for a recommendation for revocation of her five-year suspended sentence.

However, Oconee County is trying something different. In a meeting recently with Tammy, Agent-In-Charge Greg Stewart offered her alternative to possible prison incarceration. She would go to the county jail for 30 days to remain until admitted to an in-patient rehabilitation facility. If she were willing to do that and follow the recommendations of her counselors, she could avoid probably a much longer period of incarceration.

"We're giving her a good chance to try and get her life back together," said Stewart of the offender who is on Agent Virginia Newton's caseload. The offender realizes that she is failing at probation and intervention is greatly needed for her to continue under supervision in the community.

"In the past, we would take the case in front of a judge. Now we are utilizing evidence-based practices to try and prevent a non-violent offender from occupying space in a prison somewhere."

Tammy knows this is her last chance at avoiding a long prison stretch. "I'm scared that it might work," she said, with her husband sitting next to her in Stewart's office. Stewart explains that "It's got to be your decision," driven by your motivation and attitude toward treatment.

"These troubled cases demand time and attention from the Agents," he noted. "The professional creativity and use of Evidence Based Practices to find out 'what works,' by this Oconee County staff, is the type reform that is required to be successful with this population. These cases are referred to the Oconee County Mid-Course Intervention Program.

He explained that some offender say "just send me to prison and get it over with." They don't want to be bothered with the requirements of rehab in particular. These cases are probably doomed for failure.

The Oconee County Mid-Course Intervention Program has non-violent offenders that are guided through in-house alternatives/sanctions by Stewart and the Agent. If it is determined that the offender is a good candidate for the program, they are given the option to become back into compliance with their conditions of supervision through



Oconee County Staff

(L-R): Sheila Ware, Mike Jones, Ginger Newton, Greg Stewart and Sandy Roundy. Not pictured is Jim Manley.

short jail sentences, refreshing their case or going through the normal revocation process before a judge and the possibility of a longer prison sentence. These sessions allow the offender to create their own supervision plan while in discussion with the Agent, family members and Agent-In-Charge. "Agent Newton maintains consistent contact with Tammy. Stewart commended Agent Newton for "going the extra mile" with the offender. "We have implemented a practice that the Department can build upon statewide."

Another major advantage of the program is that problems are on a much more compressed time schedule. There's no waiting for a bond hearing, then several months for a hearing in front of a judge while the case continues to deteriorate.

Tammy left the hearing that day and went to the Oconee County Courthouse where she signed an agreement to the 30-day sentence and rehabilitation. AIC Stewart also had Tammy's Public Defender sign off on it and the presiding judge agreed. If everything works out, the South Carolina Department of Correction will avoid another long-term inmate and Tammy will have a clean slate.

"It is somewhat of a risk, but I've built on something I've seen be successful in the past. It's a last-ditch effort in many cases, but it pays off and someone gets their life back together," said Stewart. "We are trying to make a difference. I hope this continues to work out." Oconee's program is becoming a model for the state. Pickens County plans to begin a similar program soon.

*Submitted by Peter O'Boyle
Director of Public Information, Executive Programs*

The Changing Room: Sumter County's Clothing Closet



"The Changing Room" is Sumter County's clothing closet for offenders. The Changing Room opened August, 2012 in the office as a vision of Victims Services Coordinator Stacy McCray, with one thing in mind -- to help offenders in need. Agent Steve Holliday, Jr. of Kershaw County coined the name.

The Changing Room contains apparel and shoes for men and women, hygiene products, accessories and a few items

for children to help with their basic needs. The gently used clothing were donated by staff, family, friends and AIC Jacob Wilson of Williamsburg County. All clothing is free!

The County government installed a portable clothing rack. The Changing Room has helped offenders who were newly released from prison, have had burn outs, or schedules job interviews. Most recently in January, an offender had an interview but did not have appropriate business attire. Agent James Graham assisted him with selecting a suitable shirt, tie and pair of shoes for the interview. He secured the job! As of February 1st, The Changing Room has helped 26 individuals. We no longer have to refer our offenders to other agencies for clothing. We can walk them down the hall for fitting. We have seen a change in their appearance; but we hope to see a change in their outlook and attitude towards life. We will continue to expand our closet to meet their needs as we continue to prepare them in becoming productive members of society.

*Submitted by The Sumter County Office
Field Operations*

Adult Probation in Travis County, Texas

On December 4, 2012, Department representatives visited Travis County Adult Probation Department in Texas. Our team included Deputy Director of Field Operations Scott Norton, Deputy Director of Pardons and Robert Mitchell, Assistant Deputy Director for Field Operations Clift Howle, Director of Administrative Hearings Heyward Hinton, Director of Field Operations Programs Rebecca Raybon and Program Coordinator Larry Patton. We met with Travis County Director Dr. Geraldine F. Nagy, and members of her management and research staff. Dr. Nagy wants to increase the "value" of supervision for the offender and the community by providing evidence based practices to improve successful outcomes for offenders, reduce recidivism, and create a safer community.

This initiative known as Travis County Impact Supervision (TCIS) began in 2005 as reorganization of processes and identifying inefficiencies. Initially, specialized low risk caseloads were created. The ratio of these caseloads is approximately 380:1 and offenders have minimal supervision contacts. Travis County does not conduct home visits on the low risk population unless a community safety issues arises. This allows more time to focus on the medium to high risk offenders. Training is also a big component of the Travis County TCIS model. Staff were

brought in and retrained on evidence based practices and leadership principles. Coaching staff to produce positive results and increase future leaders is performed by mid-level management. Dr. Nagy stated that she wanted the organization to be a learning environment. In addition more programs were created in house for substance abuse, mentally ill, and sex offenders.

Travis County provided members of our Department with literature and statistics on what has worked for Travis County Adult Probation Department in the last eight years. Some of the highlights included: a decrease in felony technical revocations by 48%, a cost avoidance of \$4.8 million dollars due to the decrease of technical revocations from 2005-2008, and a 17 % reduction in new arrest rates. We were impressed by the successes of Travis County Adult Probation Department and witnessed the positive attitudes and buy in that were displayed by members of the Travis County Team. The meeting was very encouraging to members of the PPP team as we travelled back to South Carolina with some advanced knowledge on how to improve our practices and create future goals to deliver "promising practices".

*Submitted by: Rebecca Raybon,
Director of Field Programs, Field Operations*

The Columbia Center



The South Carolina Department of Probation, Parole and Pardon Services recently announced its latest effort in building strong partnerships with local communities for a safer South Carolina, with the opening of the Columbia Center and the re-launching of the Reentry Programs Division. The two new programs are being established on the footprint of the previous Residential Center site on Beckman Road in North Columbia. The Columbia Center became operational Friday, February 1st. The Columbia Center will be a non-residential facility with the objective to reduce offender re-arrests, assist offenders in successful reentry by providing needed services, and increase public safety by holding offenders accountable. These goals will be achieved by providing skill-based learning opportunities, educational and vocational training. The Columbia Center proposed concept is similar to what various other states are doing in regards to their evidence-based day reporting centers. "The Department is committed to protecting the citizens of South Carolina and this reentry concept is part of our continuing effort to do that," said Deputy Director Scott Norton. "The Columbia Center is not only cost effective, but will be instrumental in reducing the recidivism rate and moving us closer to our Sentencing Reform treatment initiatives."

The Columbia Center will deliver a unique combination of services that are designed to enhance offender's coping skills through group and peer counseling; reconnect with their families; apply for social service benefits; locate and maintain stable housing; improve educational and vocational skills; find and retain meaningful work. The program model as designed by Reentry Director Thomas Scott, Rehabilitation Counselor Carol Rice and Employment Coordinator Eloise Jamison will provide structured day-to-day supervision, treatment and training to offenders reentering the community after a period of

incarceration and to probationers/parolees referred to the program in lieu of incarceration. The services will be based on cognitive behavioral treatment components operating under evidence-based principles. "The program's mission is to protect the public from high-risk offenders on parole/probation through a collaborative community effort with Federal, State and local agencies," said Reentry Program Director Thomas Scott. This is accomplished by intense daily program structure, substance abuse counseling and support programs to enhance the offender's reentry into the local community.

Specific elements of the center's daily schedules will focus on issues and behaviors that often lead to criminal activity such as substance abuse issues, negative thinking, lack of education and unemployment. By addressing these challenges, offenders reenter the community with better relationship building, life, and work skills, reducing the likelihood of re-offending. Scott believes that the three-phase methodology approach works to stabilize an offender's return to the community while also revamping their values and patterns of behavior and thinking over time. Additionally, the program helps reduce recidivism when compared to traditional offender programs and generates significant savings for South Carolina taxpayers through lower incarceration costs, and alters the program participants' attitudes and behavior through group treatment and training.

The Columbia Center's reentry programs concepts will provide one-stop program services in non-traditional community supervision and treatment setting. This aggressive expansion plan of the reentry program concepts of community supervision, supervised furlough II, youthful offender program, shock incarceration and DJJ release program has been identified where our processes and procedures need to be matured to meet the demands of the Department.

Many of our reentry procedures and policies have been addressed over the past few years and we can expect further refinements in 2013. The reentry team made up of Katherine Moore-Program Coordinator, Natarsha Adams-Program Coordinator, Donna Brice-Project Administrator and Teemeka Jackson-Project Administrator have done a great job of facilitating the needs of offenders in a variety of areas that will assist in their effective reintegration into society.

We have great expectations for the program's future!

*Submitted by: Thomas Scott
Director of Reentry Programs, Field Operations*

Microsoft Roll Out

For the majority of the last twenty years SCDPPPS's network has been based on Novell products and the office suite has been Word Perfect based. Both of these have served us well. The current transition to Microsoft products, both Office and Network, will provide better communications and compatibility with the world outside of SCDPPPS, as well as better integration with our server, application (OMS/PIC), and network environment.

Over the next few months ITSS will be transitioning the Agency to Microsoft Servers, Windows 7, Exchange/Outlook, and Microsoft Office 2010. Microsoft Office Standard includes Word, Excel, PowerPoint, and Publisher. Many employees will be familiar with these from use at home, previous work, or school.

New servers will be installed in Central Office as well as all county and satellite. ITSS consultants will visit each county to install the new Microsoft server and copy all files from the old Novell server. Concurrent with the server installation, all laptops will be reimaged with Windows 7 and associated Microsoft Office applications. During this time new Hewlett-Packard printers will be installed at all locations.

ITS will provide training to representatives from each county and central office sections prior to the server and laptop conversion. Training will include many areas of study which are pertinent to the transition to Microsoft products. These topics will include: Microsoft/McAfee login, Windows 7 overview, Microsoft Office Suite introduction (Word, Excel, PowerPoint), and Outlook web email. Quick References for the major applications will be provided to all employees. The transition and learning curve are expected to be smooth.

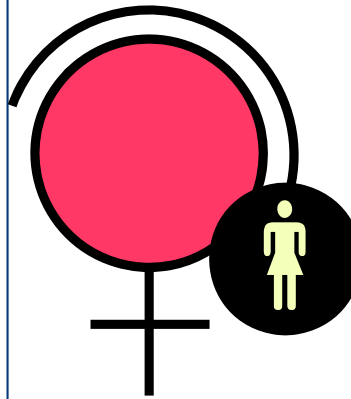
There are a number of steps employees need to complete to make this transition as smooth as possible:

- Save all documents and files to the H drive (and NOT the C drive)
- Save all WordPerfect documents as Word documents
- Save all Quattro Pro documents as Excel documents
- Save favorites to the H drive
- Send any agency-wide correspondence via PDF
- Delete any email that is no longer needed (sent and received)

The conversion to all Microsoft Products is expected to add to the level of productivity for all employees and increase the ease of updating our applications and network in the future.

*Submitted by: Rebecca Timmons
Strategic Development & Information Technology
Administration*

Gender-Based Training Initiative



Recently staff that work with female offenders was sent a survey via Survey Monkey. It has been documented that through theory and research that "female offenders bring issues that are specific to, or occur with more frequency, with women than men." Many of these issues stem from abuse suffered during

childhood and/or adulthood, childcare problems, and the lack of work related experience. These issues may contribute to a female offender's introduction to the criminal justice system and often affect their ability to abide by the conditions of supervision. Providing assistance with overcoming these stumbling blocks paired with the identification of positive influences and strengths can be an Agent's greatest challenge and/or strategy for supervising the female offender population.

With this in mind, Training Compliance and Professional Development along with staff from the Division of Paroles and Pardons is excited about a new training initiative focusing on the female offender population. SCDPPPS staff has been working with representatives from the National Institute of Corrections (NIC) through a technical assistance grant to develop and implement new and effective supervision strategies related to gender-based practices, or more specifically, female offenders. It is projected that in late Spring 2013, consultants will be on site at PPP to deliver a training-for-trainers curriculum. They will also begin the delivery of coursework to field staff regarding the importance of utilizing evidence-based practices in assessing and recommending supervision strategies for the successful re-entry of female offenders into society. The training will include information about the tools needed to carry out and/or modify the supervision plans based on female specific risk factors and needs. The final piece of the technical assistance being provided will deal with issues that must be considered when developing or locating programs to meet those needs.

*Submitted by: Melissa Ray
Director of Training Compliance and Professional
Development, Administration*

SAVE THE DATE

SC DEPARTMENT OF PROBATION, PAROLE, & PARDON SERVICES



**TUESDAY
APRIL 23**

**Join the
SCDPPPS for a
Community
Awareness
Exhibition and
Live Simulcast**

Contact the SCDPPPS
Office of Victims Services
for more information:

Columbia
(803) 734-9367

or Toll Free
(888) 551-4118

Email
Office Of Victims Services
@ppp.state.sc.us

This project is supported by a National Crime Victims' Right Week Community Awareness Project subgrant awarded by the National Association of VOCA Assistance Administrators under a Victims of Crime Act (VOCA) grant from the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice.

NATIONAL CRIME VICTIMS' RIGHTS WEEK 2013



Aurelia Sands Belle

Guest Speaker
Executive Director
Durham Crisis
Response Center
Durham, NC



Join Us at Any of These Locations!

Columbia

SC DJJ Bill Rogers Community
Connections Center
4900 Broad River Road

Florence

Southeastern Institute of
Manufacturing and Technology
1951 Pisgah Road

Charleston

The National Guard Armory
Concourse at the Citadel
68 Hagood Avenue

Greenville

Greenville Technical College
Technical Resource Center Auditorium
505 S. Pleasantburg Drive



Nutrition: Shedding Light on Dark Chocolate

Dark chocolate has a number of health benefits as shown below, but also remember that chocolate is high in fat.

Dark Chocolate is Good for Your Heart

Studies reveal that eating a small amount of dark chocolate up to three times each week can help lower your blood pressure by improving blood flow, and may help prevent the formation of blood clots. Eating dark chocolate may also help prevent arteriosclerosis (hardening of the arteries).

Dark Chocolate is Good for Your Brain

By increasing blood flow to the brain as well as to the heart, dark chocolate can help your brain function better. Dark chocolate also helps reduce your risk of stroke. Dark chocolate contains phenylethylamine (PEA), the same chemical the brain creates when you feel as if you're falling in love. PEA makes your brain release endorphins, so eating dark chocolate will make you happier, and have a positive effect on your mood and cognitive health.

Dark Chocolate Helps Control Blood Sugar

Dark chocolate helps keep blood vessels healthy and your circulation unimpaired, which protects you against

Type 2 diabetes. The flavonoids in dark chocolate also help reduce insulin resistance by helping cells function normally and regain the ability to use your body's insulin efficiently. Dark chocolate has a low glycemic index, which means it won't cause spikes in blood sugar levels.

Dark Chocolate is Full of Antioxidants

Dark chocolate is loaded with antioxidants! Eating antioxidant-rich foods can help protect you from many types of cancer and slow the signs of aging.

Dark Chocolate Contains Theobromine

Dark chocolate contains theobromine, which is believed to harden tooth enamel. Therefore, if you practice proper hygiene, dark chocolate, unlike most other sweets, lowers your risk of getting cavities.

While dark chocolate has a lot of health benefits, it also contains caffeine, a mild stimulant. However, it contains much less caffeine than coffee.

Source: <http://www.fitday.com/fitness-articles/nutrition/healthy-eating/6-health-benefits-of-dark-chocolate.html>



Submitted by: Human Resources

Giving the Gift of Life

Kudos to our hometown heroes for giving the gift of life! Because of you, **69** individuals received blood. Keep up the good work! Our next big drive will be during Probation, Parole, and Community Supervision Week: July 14th - 20th 2013.

Paul Angus
Natarsha Adams
Beth Anderson
Renee Barrett
Pete O' Boyle
Donna Brice
Lewis Brown
Randy Bumgarner
Chrisandra Carter
***James Donnan**
Tommy Evans
Loretta Goodwin
Ashley Graham
Ramona Hatfield
Charley Holden
Jason Jagan
Gary Justice
Monica Lawter

Lisa McGill
Amy Metcalf
Dawn Mielke
Brian Miller
Robert Mitchell
Katherine Moore
Donald Murphy
Duane Newsom
Crystal Owens
Randy Raybon
Tivona Rice
Eugene Rodillo
Marie Simpson
Beverly Singleton
Ashley Smith
Greg Stewart
Kela Thomas
Donald Witt



Central Office Blood Drive a Success

Legal Counsel Tommy Evans has a smile on his face as he donates a pint of blood during the Central Office semi-annual blood drive in January. The mobile drive collected 23 pints.

*Submitted by: Jodi Gallman,
Director of Executive Programs*

*** Congratulations on giving your 23rd gallon!!!**

Agent Basic Graduation—December 14th



On December 14, 2012, 13 new employees completed the requirements of the three-week PPP Agent Basic course. From Left, Kalaina Jackson - Greenville, Laura Krautler - Richland, Meagan Stone - Greenville, Nicole Wetherton - Central, Kristin Cosby - Laurens, Kayla Edmonds - Spartanburg, Bruce Garrick - Richland, Cory Giles - Greenwood, Jason Nettles - Greenville, Jonathan Simpson - York, CJ Sessions - Charleston, Dan Alspach - Dorchester, and Bryant Gibson - Pickens.

The Legal Eagle Focus



As dedicated facilitators of the Department's vision of becoming a catalyst for positive change in the lives of our offenders through the use of Evidence Based Practices (EBP) for supervision and holistic approaches will ensure our success. Since implementing these practices in the workplace, some staff have expressed employing these practices in their personal lives with measurable positive results. One noted embraced practice of EBP is Motivational Interviewing (MI) which was highlighted in *The Informer, Fall 2011 Issue*. A component of MI is "The Magic Ratio 4:1" which requires four positive responses or comments to every one negative response or comment. Utilizing this ratio has proven to engage clients into behavior modifications that will enable them to complete their supervision program successfully and become productive citizens.

Hearings Officers are putting this practice to the test for the February 2013 Standard of the Month. Hearings Officers will at the end of each hearing and hearing day will track how well we are meeting this 4:1 ratio. Consider this, each day we experience approximately 20K moments; those few seconds in which our brains record an experience. Ultimately, our brains recognize

and categorize our daily experiences based on those positive, negative or neutral moments determining the quality of our day, according to Daniel Kahneman, Nobel Prize winning scientist.

Over the past decade, impacts of positive to negative interaction ratios in professional and personal experiences have been explored by science with findings indicating this ratio can be used to predict, with remarkable accuracy, numerous outcomes. As we continue to "work the work" in our profession and our personal lives, let us intentionally create more positive moments to contribute to a better mood and life experience.

"We but mirror the world. All the tendencies present in the outer world are to be found in the world of our body. If we could change ourselves, the tendencies in the world would also change. As a man changes his own nature, so does the attitude of the world change towards him. This is the divine mystery supreme. A wonderful thing it is and the source of our happiness. We need not wait to see what others do."

~ Mahatma Gandhi

Submitted by: Deon Wilform
Administrative Hearing Officer, Paroles and Pardons

2012 Leave Pool Donors

Josephine Baccous - Beaufort
 Renee Barrett - Ignition Interlock
 Carolyn Brownlee - Greenwood
 Kenneth Bumgarner - Special Operations
 Robert Collier - Greenville
 David Collins - Marion/Florence
 Dedra Dickson-Phillips - Edgefield
 Terry Estes - Greenville
 Suezanne Foot - Beaufort
 Doug Fordham - Special Operations
 Lolita Fournay - York
 Stephen Harris - Anderson
 Michael Herd - Jasper
 Ellsworth "Doc" Hester - SDIT
 Heyward Hinton - Administrative Hearings
 David Hotchkiss - Jasper
 Jonathan Howell - Parole Board Support
 Billie Lundy - Lexington
 Daniela McMillan - Barnwell
 Robert Mitchell - Paroles and Pardons
 Jennifer Monday - Greenville
 Randy Raybon - Lexington
 Eric Reed - Calhoun
 Donnie Rogers - SDIT
 Sandra Ryan - Lexington
 Thomas Suber - Newberry
 Norma Thomas - York
 Jacob Wilson - Williamsburg
 Carol Woodard - Victims Services

A Tool for the PPP Tool Box



The Financial Declaration Form is now located on the PPPnet. At the home page, click on templates, then "click here for Stock Forms." Form 114 is located about half way down the list and has **new** to highlight its location.

The Financial Declaration Form is a valuable tool to use with offenders who are having difficulty meeting the financial obligations associated with their supervision agreement. Give the form to the offender, have them complete and return to you. Spend a few minutes discussing the declaration and use it to establish a meaningful payment plan. Should you encounter violations that need to be addressed, this Financial Declaration should be presented to the Hearing Officer, Board, or Court to assist them in determining the willfulness of the violation. The end result will assist offenders as they attempt to meet their monetary obligations and will save PPP time and effort when the violation process becomes necessary.

*Submitted by Kay Hutson,
 Chief Hearing Officer, Paroles and Pardons*

Promotions

December 3, 2012 — February 4, 2013

Let's Give A Round Of Applause To:

Debbie Arnold
 Victim Services Specialist - Laurens County

Stacy Bartkovich
 Assistant Agent In Charge - Richland County

Charles Ashley Finch
 Team Leader - Aiken County

Joseph Quick
 GOC Agent - GPS Operating Center



New Hires

December 3, 2012 — February 4, 2013

Quincy Adams - Richland

Taylor Cox - York

Jonathan Deal - Spartanburg

Cleveland Geter - Columbia Center

Mitchell Gilfillan - York

Eloise Jamison - Columbia Center

Adam Osborne - Dorchester

Gloria Posey - Columbia Center

Brittany Richardson - Dorchester

Welcome to the PPP Family!



Pardon/Expungement Workshop

The request for Pardon/Expungement Workshops is still increasing. We have expanded our reach to include non-profit organizations, treatment and service providers. The workforce has demanded that conducting background checks is standard practice rather than the exception. Therefore, it is important more than ever for individuals with criminal records to seek avenues to clear their records. Until an application is submitted or a workshop is conducted in your area, please share the following tips with requesters:

- ⇒ The Pardon application fee is \$100.00 (non-refundable)
- ⇒ There is an investigative period of seven to nine months
- ⇒ References cannot be given by family members related by blood
- ⇒ You don't need an attorney to apply for a Pardon
- ⇒ Refer to the PPP website for basic information at www.dppps.sc.gov

Office of Executive Programs and the Office of General Counsel will conduct workshops. To schedule a workshop, contact Jodi Gallman jgallman@ppp.state.sc.us or call 803-734-9220. Timing is important!

*Submitted by Jodi Gallman,
Director of Executive Programs*

CJA Graduation: November 30th



Three new Agents graduated from the Criminal Justice Academy on November 30th: (From left) Timothy C. Tyner (Greenville), Michael E. Harmon (Horry), and Jennifer T. Owens (Greenwood). They are joined by Deputy Director for Field Operations Scott Norton.

CJA Graduation: December 21st



Two new Agents graduated from the Criminal Justice Academy on December 21st. They are, (left) Donald E. Murphy II, assigned to Aiken County; PPP Director Kela E. Thomas, and Courtney A. Smith, assigned to Richland County.

CJA Graduation: February 15th



Posing for a photo after the February 15, 2013 South Carolina Criminal Justice Academy class completion exercises are: (FROM LEFT) Kristin M. Cosby (Laurens County); Director Kela Thomas; and Crystal J. Grant (Charleston County).

**South Carolina
Department of
Probation, Parole and
Pardon Services**

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The Honorable Nikki Haley
Governor

Kela E. Thomas
Director

Jodi Gallman
*Director,
Office of Executive Programs
Newsletter Editor*

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AGENCY MISSION

To **prepare** offenders under our supervision toward becoming productive members of the community;

to **provide** assistance to the victims of crimes, the courts and the Parole Board; and

to **protect** public trust and safety.

AGENCY MOTTO

**PREPARE, PROVIDE AND
PROTECT**

Mark Your Calendars for These Upcoming Events

MARCH

The **National Nutrition Month** 2013 theme is "Eat Right, Your Way, Every Day". This campaign focuses on the importance of developing a sound eating style and physical activity habits. It is a reminder to eat healthier and exercise more. You will love your new look!



APRIL

To celebrate **National Victims Crimes Rights Week**, the Department will host a live simulcast on April 23rd to broadcast from Columbia to three locations in the state: Charleston, Florence, and Greenville. This community awareness event and information forum will be centered on this year's theme of "New Challenges, New Solutions."

MAY

National Military Appreciation Month is our time to recognize and honor the men and women in uniform who serve our country. PPP salutes these men and women of valor!

National Public Service Recognition Week is celebrated throughout the nation during May 5th through May 11th. State Employee Recognition Day is May 8th. Public servants are celebrated for their dedication and commitment given to the citizens of South Carolina. To the staff of PPP, you are valued and are commended for your service.

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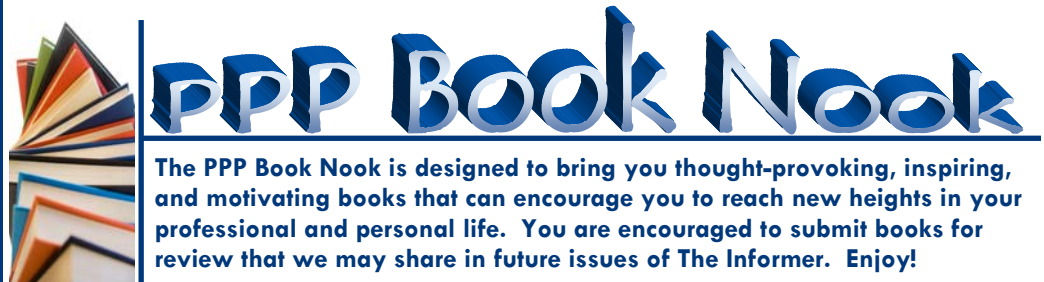
Connecting Our Deployed Employees

By Jodi Gallman, Director
Office of Executive Programs

Our deployed colleagues are waiting to hear from you. Let's "stay connected".

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The Price of Promotion

Author: Miriam V. Osborne Elliott

Many people go through their entire life without taking the time to stop and ask themselves the vital life questions that can enable them to find their best future. In *The Price of Promotion*, author Miriam Osborne Elliott encourages us to take a moment to ask ourselves these questions: Who am I? What am I willing to change to find the life I want to live? As we begin to reflect upon the answers to these questions, a clearer picture of where and who we are today begins to emerge. For those on a positive path, *The Price of Promotion* can help them avoid a few purpose-detering pitfalls; for anyone headed down the path of defeat and deferred destiny, stop! We need to take a personal and professional inventory of our lives and learn to listen to our God-given inner voices. Everyone wants to achieve a sense of progress and significance. *The Price of Promotion* can provide guidance through the process of assessing and setting life goals and identifying the paths needed to achieve them. If we can embrace the truth of ourselves, we can draw closer to our God-given purpose--finding, knowing, and doing what we were ultimately created to do.

Source: Google Books